

## **Welcome to the ICCW Candidate Meet and Greet!**

The Interagency Committee for Change for Women (ICCW) welcomes you to the 2008 ICCW Candidate Meet and Greet. This event was organized to promote knowledgeable voting decisions and provide state employees with the opportunity to ask candidates questions that matter to state agencies and their employees. The format of this event is very casual; just walk right up and introduce yourself to candidates. Be sure to ask them about their thoughts on your agency and how the candidate will work to ensure the equal employment of women in state government. We ask that all guests be respectful of others by allowing others equal opportunity to ask candidates questions.

If you are unable to find time to speak with a candidate, this pamphlet includes candidate information about all candidates attending the forum and about some candidates that were unable to attend. We hope that the pamphlet and this event help you become more knowledgeable about the candidates and their positions on state employee issues. Please enjoy the event!

### **Who We Are ---**

The Interagency Committee for Change by Women (ICCW) is a diverse group of dedicated and dynamic state employees who truly believe they can create positive change for all state workers and women as a whole. ICCW's mission is to create positive change for all state employees by promoting the full participation of women in state government.

ICCW moves toward proactive and positive change for state employees by improving educational opportunities; monitoring, measuring, and reporting pay scale equalities; observing legislative effects on state employees, and promoting state employees through public relations. Each member brings her or his own special talents to the group. Interagency cooperation and teamwork continue to move ICCW forward.

ICCW was created by Executive Order in 1976 by Governor Tom Judge as the Interdepartmental Coordinating Committee for Women. Subsequent Orders continuing ICCW were signed by Governors Schwinden, Stephens, Racicot, and Martz. Governor Brian Schweitzer signed the most recent Order in 2005, which changed the name to be more descriptive of the organization's goals.

### **Our History ---**

ICCW was created by Executive Order in 1976 as the Interdepartmental Coordinating Committee for Women under Governor Tom Judge. "Equality of opportunity is a principle underlying the very foundation of our society – yet it remains unattained," said Judge in his State of the State Address to the 45th Legislature (January 5, 1977). "We can not expect private employers to make good-faith efforts to find qualified women and minorities to fill their better jobs if the state fails in its responsibility to do so."

Judge assembled a committee of exceptionally able, dedicated, and thoughtful individuals to share common concerns, to discuss mutual goals, and to advance employment of women in state government during a time when women were viewed as members of a dependent class. After members were inducted, they began critical in-depth studies of four basic needs: Childcare, Training Needs, Promotion/Personnel Policies, and Affirmative Action.

Members of the committee addressed the Governor with concerns that "equal employment opportunities for women in state government will not become a reality until department directors are fully aware of the problem to develop strong action policies to implement change" (1976-1977). The first memorandum issued on September 26, 1977, was a collective voice for the betterment of all state government through the equal treatment of women.

**The Gift of ICCW: Highlighting 30 Years of Service and Accomplishments ---**

Governor Tom Judge established ICCW in 1977 by Executive Order. Committees addressed affirmative action, career development, daycare and internal promotions. **1978**, ICCW insured that all state departments had affirmative action plans and implemented EEO training. **1979**, ICCW recommended to the Governor an inclusion of a sliding scale daycare program in the budget and initiated the Brown Bag Workshops. **1980**, ICCW sponsored sexual harassment awareness and testified on personnel policies regarding compensatory and overtime pay. Governor Ted Schwinden signed a new Executive Order in **1981** and only one meeting was held. **1982** brought about reviews of personnel policies regarding pay scale and job classifications. Brown Bag Workshops introduced tough topics such as sexual abuse of children and self-defense for women. In **1983**, comments were provided to Administration's Personnel Division for alternate work schedules, disciplinary procedures and performance appraisals. In **1984**, members polled agency women on what they perceived to be important issues. Responses include: education and training, daycare, upward mobility, state insurance coverage, legislation, and personnel policies. **1985**, ICCW supported the concept of comparable worth and testified before the legislature on leave, probation, and incentive awards. **1986**, ICCW made a strong emphasis on training and childcare resources. Members initiated a childcare survey. In **1987**, ICCW sponsored the first ever, "Suit Yourself" training series and launched the ICCW newsletter. **1988**, ICCW organized a voter registration drive within state agencies and compiled the results of the childcare survey. In **1989**, Governor Stan Stephens signed a new Executive Order with an updated goal statement "promoting the full participation of women at all levels of state government." **1990**, Members testified before the Committee on State Employee Compensation to encourage a compensation plan that allowed for adequate pay and benefits for all employees. **1991**, ICCW co-sponsored an insurance survey with MPEA. **1992**, Members upgraded the ICCW procedural guidelines to By-laws. **1993**, Governor Mark Racicot signed a new Executive Order. ICCW sponsored a city commission candidate forum. **1994**, Members initiated "Take our Daughters to Work" and became a member of the Breast and Cervical Cancer Coalition. **1995**, Members wrote and distributed sexual harassment brochure and collected holiday donations for the Friendship Center. **1996**, ICCW drafted summation of male and female average pay by EEO category and grade. Members co-sponsored an event with the Military Affairs service women. **1997**, ICCW presented a final report for child and elder care to the Governor. Members established a mentoring program. **1998**, Members created the ICCW webpage and hosted first networking group event on communications. **1999**, ICCW hosted first annual Braking the Glass Ceiling Awards. Members also testified on state government daycare funds (HB2) that initiated the state government contract with daycare. **2000**, ICCW co-sponsored a gubernatorial candidate forum on Women's Issues with the Helena League of Women's Voters. Members sponsored the **1999** Excellence in Leadership Awards (ELA) winner to the National Excellence in Leadership Awards. In **2001**, ICCW celebrated the opening of the state daycare. **2002**, Members completed success planning survey and final report. **2003**, Members adopted a family with Career Training Institute (CTI) and presented report to the Governor on pay discrepancy. **2004**, ICCW sponsored meet and greet for agency directors and legislators, collaborative host of United Nations Day. **2005 - 2006**, ICCW solicited a wage analysis report, updated harassment brochure, and established an online resource library. **2006**, Members placed

an ICCW representative on the PERB Employee Investment Advisory Council (EIAC) and maintained ICCW representation on the State Employee Group Benefits Advisory Council (SEGBAC). **2007**, ICCW honored the Charter Members to celebrate the 30 year anniversary of the founding of ICCW in conjunction with the Excellence in Leadership Awards.

ICCW today:

Today, ICCW has \_\_representatives from \_\_ state agencies who work to ensure the full participation of women in state government for the betterment of Montana's government. In addition to hosting this forum, ICCW has been busy with the following activities:

- Awarding Excellence in Leadership Awards to public and private individuals that are leaders in the promotion of women in the workplace and providing equal opportunities.
- Day care stuff
- Bring your kid to work day
- Race for the Cure
- AG forum

**Ronald Vandevender  
Candidate for House District 84  
Libertarian**

**799-5267  
RonaldVandevender@yahoo.com**

I feel that for too long women have gotten short changed in the political process. There have been some advancements, but not at the pace it should be. While in some areas all that was gained was hot air and promises in order to get a vote, followed by candy coated actions that produce nothing.

I grew up in a small Mississippi town, and spent a lot of time on my grandfathers farm, learning at a young age the value of a good days work, and the fact that you get out of life what you are willing to put into it. Earned the rank of Eagle Scout in the Boy Scouts. Have been involved in the political process in some form or another since my mid teen years. Served on the EX. Comm. of the County Repub. Party in MS. Have been to college. Have studied many subjects. Ran for US Rep. for the MS 2nd Cong. District in 1996. Moved to MT in May 1999. To me Montana is home. We have the chance to lead the Nation on many fronts at this time. We are small only by population count, for we have much to contribute to the country and the world.

Montana is poised to become the leader in alternative power. Where we can cut electric bills and dependence. Putting more cash in our pockets and helping the environment at the same time. Our schools belong to us, not Washington DC., we should have control not them. We need to properly fund programs we currently have and redesign them if need be to make them work, not keep creating more and more overlapping failures. Taxes must come down. Government needs to spend its money responsibly. We need the freedom to run our families as we see fit to meet our own needs and beliefs. We must protect those who are not in the position to protect themselves. We must have equal opportunity, with out hidden ceilings for everyone. Regardless of gender, race, orientation or religion. We need the efforts and input from all in order to advance forward.

I want to encourage everyone to step forward and take a part in our Governmental process. I want to meet with women's groups to help get them mobilized and active in this process, and to promote and help organize them to field candidates in the next election cycle. This includes how to run campaigns without a lot of cash and how not to let themselves get pulled into some of the hot topic tug of wars others will use to try and keep them from being elected.



**Matt Cohn**  
**Candidate for House District 82**  
**Democrat**

**442-4318**  
**Matt4montana@gmail.com**  
[www.matt4montana.com](http://www.matt4montana.com)

My name is Matt Cohn, and I am a candidate for the House District 82 seat being vacated by term-limited Representative Hal Jacobson.

The district encompasses much of Helena's west side and parts of the valley. I have lived in Helena for over 30 years and have an extensive and varied history of community involvement. In the 1970s and 80s, I owned and operated North Country Stove Works (specializing in wood heating and alternative energy) and co-owned (with my wife Mary Ellen Holverson) the Stovetop Deli in the location that is now the Mediterranean Grill.

In 1988, I went to work for the State. Fluent in Japanese, I managed the Montana's overseas trade program and our offices in Japan and Taiwan. In 1992, I became director of Travel Montana and was responsible for managing the state's tourism and film marketing efforts. I switched gears in 2001 to become the communications director for Montana State Fund, where I initiated the award winning Young Workers Safety campaign to teach the importance of workplace safety to teens entering the workforce. Recently retired, I am now engaged in a number of civic and non-profit projects.

Working with the lawmaking, budgeting, and appropriations process for nearly 20 years, I possess the knowledge, experience, and proven ability to get things done. Experience has shown me that a good legislator must be informed, thoughtful, dedicated, and have a proven record of handling tough issues and getting the job done. One example I can give of building consensus on a difficult issue is my work as co-chair of Helena's Urban Wildlife Taskforce. This was an emotionally charged problem, and I knew that we would need to make some tough decisions that wouldn't please everybody. Nonetheless, our task was to create a management plan to form the basis of future actions, and we got it done.

As a legislator I will focus my efforts on those things that directly impact the quality of life of my constituents: education, health, environment, and social justice. I'm also interested in ways Montana can encourage energy conservation and the development of sustainable alternatives. As an avid outdoorsman, I will fight to maintain public land and stream access for all users.

I'm proud of what I've been able to accomplish as a twice-elected representative to the Helena Citizens Council, as well as my leadership of the Board of the Montana History Foundation. I'm excited to have the opportunity to use my experience to serve and make a positive difference for our community and state. More information about me and my candidacy can be found at [www.matt4montana.com](http://www.matt4montana.com)

In my 19 years of working in state government, I was blessed to have many talented and dedicated women as my co-workers. I am fully supportive of the ICCW mission. As a legislator I would look to work with ICCW and others in promoting wellness programs, flex hours or telecommuting. I'd also be a strong supporter to secure market competitive wages and benefits for all state employees.



**Ron Waterman**  
**Chief Justice, Montana Supreme Court**  
**Non-partisan**

**(406) 461-6602**  
**info@waterman4justice.com**  
**waterman4justice.com**

My name is Ron Waterman and I am running for Chief Justice of the Montana Supreme Court.

I hitchhiked to Montana from back east as a young man and put up hay and worked on a cattle ranch in the Big Hole Valley, which became my first Montana home. I worked my way through college at Missoula and received my law degree from the University of Montana in 1969. I clerked for U.S. District Court Judge William J. Jameson of Billings my first year out of law school and have practiced law for 38 years in Helena.

I believe that my entire career has prepared me for this challenge. I have represented clients before Montana courts at every level – Justice of the Peace, District Courts and the Montana Supreme Court. I understand the Montana court system very well. My clients have included thousands of individuals -- both the poor and the more fortunate. I have represented a wide variety of clients. My legal career has been devoted to improving the rights of Montana citizens – requiring gender equity in our high schools, providing stream access to citizens and providing Montana with the nation's finest public defender system.

I am running for chief justice to provide the people of Montana a choice in this critical non-partisan race to lead the judicial branch. I have never sought or held political office. I am running for chief justice because I believe I am well prepared to provide crucial leadership in our court for all who seek justice and expect the courts to reach decisions based on the facts and the law. For the public to have confidence in the courts, they must be perceived to be without bias, function without bias and operate without political interference.

Most of all, I am running for Chief Justice based on the values and visions that I hold for our judicial system. Fundamentally, I believe that each person accused of a crime is innocent until proven guilty and that all persons deserve competent lawyers. And, I believe that a strong, healthy court system is the keystone to all of our liberties. This has been the foundation of my legal career and it will continue to be the fundamental values that I hold dear during my service as chief justice.

Finally, I want to thank members of ICCW for their work on issues related to women in the workplace and to thank each of you for this opportunity to share my experience and values with you.

**Steve Gibson**  
**Candidate for House District 78**  
**Republican**

**227-3776**  
**Stevedgivson52@gmail.com**

**Biography**

1. Public servant in Montana for the past 34 years
2. Married 33 years, two children: John (16) and Molly (18)
3. B.A. Degree Criminal Justice
4. Past or current member of State and National organizations
  - a. Governor's K-12 Renewal Committee
  - b. State Special Education Advisory Council
  - c. Founding member of East Helena school foundation
  - d. Montana Youth Justice Council
  - e. Montana Mental Health System of Care Planning Committee
  - f. Executive Board Member National Correctional Administrators
  - g. Board of Governors American Correctional Association
  - h. Standard Commission member for the American Correctional Association

I have worked with the Legislature for over 25 years. Currently responsible for a budget in excess of \$20 million a year.

**Issues Statement**

1. Believe in strong citizen legislature.
2. Appropriate funding of education while promoting development of small business and natural resources for additional funding without relying on continued property tax increase to fund schools.
3. Efficient and effective government.

**Involvement of Women in State Government**

Have in the past and will continue to support women by equal promotion and increasing training opportunities.

Of my current three top administrators, two are female. Six of remaining seven administrative staff in Helena are female, all of which have been moved upward to market pay in my tenure as Administrator of Youth Services.

**Patricia Cotter  
Candidate for Supreme Court Justice #3  
Nonpartisan**

**cotterforjustics@gmail.com**

I am presently serving in the final year of my first 8-year term as a Montana Supreme Court justice. I am a 1972 graduate of Western Michigan University, and a 1977 graduate of the Notre Dame School of Law. There, I met my husband Mike, whose family on both sides are native Montanans. We moved to Great Falls in 1983 and practiced law together there until I won election to the Court in 2000. We presently live in Helena. Our two children, Jack and Kathleen, are students at the University of Montana in Missoula.

I am running unopposed for my second term on the Court.

I have promoted the involvement of women in government as well as I can, given my position. Each law clerk I have hired, with one exception, has been a female law school graduate. I have endeavored in my decision-making process to ensure the rights of women to employment free of discrimination. I have encouraged women who consider me a mentor to reach for higher and greater achievement in the workplace.



**Candidate for Judge District 01  
Nonpartisan**

**442-1160  
Dennis@lovelessforjudge.com  
Lovelessforjudge.com**

Dennis is running for district judge in the first judicial district. The district includes Lewis and Clark and Broadwater Counties.

Dennis is graduate of the University of Montana Law School. He is a former state employee. Dennis has practiced law in his own Helena business for nearly a quarter of a century. He has served as an administrative law judge. He has represented Montanans in hundreds of civil and criminal trials.

Dennis has one son who is currently in the U.S. Navy. Dennis also has two adopted children who suffer from severe fetal alcohol and drug syndromes. Concerned about our youth, Dennis has been an adult leader in Boy Scouts for over 35 years. He is currently the Scoutmaster of Helena's oldest Boy Scout Troop.

The First Judicial District includes Lewis and Clark and Broadwater Counties. In 2006, each of our three district court judges dealt with 1,370 cases; the second heaviest caseload in Montana. The District Court serves as an appeals court for cases from our municipal and justice courts as well as from state agencies in administrative law decisions. In addition, the district court is the trial court for hundreds of civil and criminal cases. The only appeal from a district court decision is to the Montana Supreme Court.

The First Judicial District has about the heaviest caseload in Montana. Our district court judges currently take turns traveling to Townsend weekly to hear cases and other matters in Broadwater County. Our district court judges each handled over 1,370 cases in 2006. Other district court judges in Montana handled as few as 470 cases that year. The average caseload across the state was 987 cases per judge in 2006. Today, civil cases in our district court often cannot be heard for two or three years.

While the current caseload is manageable, long term, we may have to set up a task force to examine the merits of adding a district judge in this judicial district.

Finally, as Retired U.S. Supreme Court Justice Sandra Day O'Connor recently said, "**A good judge applies the law as is it, not as she (he) want it to be.**" People deserve certainly in the law. The district court is not the place to write law; it is a court where the existing law is applied to various factual situations.



**K. Paul Stahl**  
**1st Judicial District Judge**  
**Nonpartisan**  
**459-0722**  
**stahlkp@msn.com**  
**kpaulstahl.com**

## *22 years as Chief Deputy Lewis and Clark County Attorney*

- Born in Butte
- Reared in Dillon
- B.S. Education - Montana-Western
- MA in English - University of Montana
- Taught English and journalism, coached basketball and debate - Glasgow High
- J.D. – University of Montana
- 22 years as Chief Deputy Lewis and Clark County Attorney, 7 years in private practice
- Married to Judy Morgan, RN/medical manager, BCBS; LTC, (RET) US Army
- One son, Paul Morgan
- Chaired Helena School Board
- Chaired Mental Health Services, Inc.
- Vice President Helena Chamber of Commerce
- Acted on Grand Street stage; Sing in Symphony Chorale; College football referee
- Chair of Montana Cultural Advocacy
- Director American Legion Montana Boys State
- Taught Constitutional law
- Chaired Supreme Court CLE Commission
- Trustee, State Bar of Montana
- Provide access to justice for all by instituting: 1) a Drug Court; 2) a Mental Health Court; 3) a Self-Help Court; 4) an After-Hours Court; 5) a Lawyers Advisory Council

As Judge of the 1<sup>st</sup> Judicial District, I will treat all with respect. I will advocate for larger training budgets for clerks and staff to specifically include continuing education on the characteristics of gender discrimination, past and present.

I served 10 years as an elected trustee on the Helena School Board; I have worked as a public servant for more than 30 years.

I think the best “public relations” campaign for government employees is to keep working hard and competently.

**Steve Frankino  
Candidate for Judge District 1  
Nonpartisan**

**443-7918  
stevefrankino@aol.com  
Stevefrankino.com**

After 20-years of experience as a Helena attorney, I have been encouraged to run for District Judge Tom Honzel's open seat. I grew up in Helena, love our community, and hope to continue its strong judicial tradition. I have a passion for justice and love to see the law and the facts come together to form a just result. I am beholden to no one, will enforce the law as written, and will treat each individual and organization fairly and with respect.

My parents taught in Helena for decades, and I attended grade school and high school here. I graduated from Carroll College in 1982, and from the University of Montana law school in 1986. After graduation, I began private practice with Hughes, Kellner, Sullivan & Alke, in Helena.

After nineteen years of service and as a partner with the firm, I began my district judge apprenticeship program by becoming District Court Judge Jeff Sherlock's Senior Law Clerk. I have been appointed by the district court judges to substitute as the Lewis and Clark County Small Claims Court Judge, and was similarly appointed by the County Commissioners to substitute as the Lewis and Clark County Justice of the Peace. When I substitute as judge, I am always fair and prompt as I believe justice delayed is justice denied.

During my nineteen years at Hughes Kellner, I gained vast and varied experience in widely diverse cases by representing both plaintiffs and defendants ranging from the State of Montana, the City of Helena, and individuals with disabilities. I have been involved in all facets of litigation including appeals to the Montana Supreme Court and Ninth Circuit Court of Appeals, where I have argued on a number of occasions. I was President of the First Judicial District Bar Association, and was awarded the *Pro Bono* Award for legal service I provided to the poor in our community.

My wife, Denise, is a Carroll graduate and registered nurse at the Veterans Administration Hospital. Our older daughter, Anna, is studying nursing at Carroll and is married to Youth Pastor Jason Richards, of East Helena. Our younger daughter, Jenna, is studying education, and playing volleyball at MSU-Northern.

My older sister, Janice Doggett, is chief legal counsel for the Montana Secretary of State's office. Janice taught me what it means to treat all individuals fairly and with respect regardless of social status, gender, sexual orientation, or creed. We simply believe in equal justice. For all to be treated justly, each individual must be treated with dignity and equality regardless of stereotype. We should all have equal access to justice, liberty, and equal pay for equal work.

I look forward to seeing you on May 6, 2008 at the Staggering Ox. My email address is [SteveFrankino@bresnan.net](mailto:SteveFrankino@bresnan.net) and my political webpage is [www.SteveFrankino.com](http://www.SteveFrankino.com).

**John Parker  
Candidate for Attorney General  
Democrat**

**868-3695**

**Parkmont@hotmail.com**

**Parkermontana.com**

State Representative John Parker, a prosecuting attorney for Cascade County, currently serves as the top-ranking Democrat in the Montana House. He served as Chairman of the Law and Justice Interim Committee and was House Democratic Floor Leader during the previous session. John earned a Bachelor of Science Degree from Georgetown University and his Juris Doctorate from the University of Montana.

John Parker developed extensive trial experience as a Deputy County Attorney in the Cascade County Attorney's Office, one of the busiest prosecution offices in the state. During the course of his career, he has earned trial convictions on felony offenses including: domestic violence, meth labs, homicide, insurance fraud, and sexual assault.

John Parker has fought to protect the public during his three terms in the House. He became recognized as a leader on criminal justice and judicial issues during two terms on the House Judiciary Committee and two interims on the Law and Justice Committee, where he served as Vice-Chair and Chair. John succeeded in passing legislation that: increased penalties for meth lab operators, expanded the definition of child pornography to protect more children from sexual predators, improved consumer protections with regard to consumer credit counseling, and established the "predominant aggressor" concept to clarify victim's rights in domestic violence cases.

As Chairman of the Law and Justice Interim Committee, he worked with Republicans and Democrats in the House and Senate to craft Access to Justice legislation that he carried in the last session. Funds for this effort were passed during the 2007 special session, which will provide valuable additional resources for Montanans from low-income families who cannot afford an attorney.

Parker is active in the Great Falls community. He has served as President of the Great Falls Children's Receiving Home Board and the Great Falls Kiwanis Club, and was secretary of the Cascade County Bar Association. John and his fellow prosecutors founded the Cascade County Deputy County Attorneys Association, which is affiliated with MEA-MFT. John is a member of the Attorney General's Criminal Intelligence Advisory Board. He enjoys reading with kids in his wife's classroom at Valley View Elementary.

**Promoting Women in State Government**

ICCW is a group of public servants dedicated to improving educational and work opportunities for state employees. Their cause is noble, their success tangible; but they need strong support from elected officials. As Attorney General, I will be a strong voice for public employees and will work with the Governor to make sure the ICCW program is continued. I will reach out for the input and advice of women public servants, and I assure you that their concerns will not fall on deaf ears.



**Linda McCulloch**  
**Candidate for Secretary of State**  
**Democrat**

**406-461-5782**

**[Linda@mccullochformontana.com](mailto:Linda@mccullochformontana.com)**

**[www.mccullochformontan.com](http://www.mccullochformontan.com)**

**Linda has dedicated her life to public service.**

Linda began her service to Montana's students in 1978 as a paraprofessional at St. Labre School and spent 20 years teaching in Missoula and Bonner. From 1995 to 2001, Linda served in the Montana House of Representatives. Currently, she is in her second term as State Superintendent of Public Instruction.

**Currently, Linda is the only female statewide elected official in Montana.** During her service in Montana's schools, in the Legislature, and as Superintendent, Linda has been an outspoken advocate for woman and children. As Secretary of State, she will continue to be a critical voice for women in Land Board and in the executive branch of Montana's Government.

**Montana has never had a woman Secretary of State.** It is time to elect a woman to this important position, and Linda is the right person to effectively lead this office.

If elected Linda will:

- ensure our elections process is open, accessible and fair;
- keep accurate state records for future generations;
- support a business friendly office to make business licensing easy and efficient ; and
- support County Clerks and Records and Election Administrators across the state to make same day voter registration work easily and efficient for ALL voters.

**John Forbes  
Candidate for House District 79  
Republican**

**443-3219  
johnsforbes@yahoo.com**

I retired from what is again AT&T in Milwaukee, Wisconsin after 31 years of service – 21 of which were in management positions. I have been married to the same woman for 45 years, and we have two adult children and three grandchildren. We moved to Helena six years ago for health reasons and because our daughter lived and worked here. My wife and I are active in several organizations in Helena and contribute to charities that we feel are worthy in this community.

Specific to the concerns and issues of ICCW, in 1972, while I was employed as a supervisor of what was called a line crew, a program was begun to place women in "non-traditional jobs". I was the first supervisor to have a woman assigned to my crew as a line person involved in heavy construction, such as placing and working on telephone poles, along with many other tasks that had been the exclusive domain of men prior to this time. The two-year experience that I had supervising a woman on a crew of men was both educational and difficult. It was a real learning experience for me and for the rest of the crew. I later became a control manager for the southern half of Milwaukee along with the cities of Racine and Kenosha. A job which involved programming work and expediting priority service needs in that area with the supervisors in that area. During the 12 years I served in that position, I was blessed with two very intelligent and capable young women who were able to take a great deal of the huge amount of pressure of that job off my shoulders. Due to the skill and ability of these two, I was able give them responsibility for my job when I was on vacation or was required to be elsewhere. I recommended both of them for positions in management prior to my being transferred from that job, but I never was able to find out how their futures progressed after I left.

Some of the main issues that top my list of priorities are:

1. To assure that the best fire protection plan for Montana is in place and that we have the personal and equipment available to protect us from wildfire that came very close to causing great property damage in Helena last year, not to mention personal injury or worse.
2. To require that the Montana Public School System teach our young people about personal finance and the problems that they can get into when they abuse credit cards and personal loans along with the other financial instruments available in today's world.
3. I am not for eliminating personal from State Government! However, I am for making sure that the productive level of all those employed by State Government is up to standards that the tax paying public should have the right to expect.
4. I am for paying State employees a wage that is in keeping with what those in similar positions in surrounding states are paying. If you want excellent results, you have to pay good wages to get it.



**Alan Olson**  
**Candidate for Public Service Commission**  
**Republican**  
**406-323-3341**  
**ajolson@alanolson.com**  
**www.alanolson.com**

After serving in the Montana House of Representatives for four terms, Representative Alan Olson has filed with Secretary of State Brad Johnson to run for a seat on the Montana Public Service Commission, District 3, in the 2008 elections. Alan's activities in the House serving on the Education, Local Government, State Administration, and Federal Relations, Energy and Telecommunications committees will bring a tremendous amount of public service experience to the Public Service Commission.

Since the 2001 session Alan has supported and sponsored legislation to make energy bills affordable and bring stability to the utility customer and industry. He has also supported reforms to make state government responsible to the people of Montana and voted for smart spending and tax reform. During his four term legislative career Alan has been endorsed by business and labor, agriculture and sportsmen. Alan is currently Chairman of the House Federal Relations, Energy and Telecommunications Committee.

Alan first ran for elected office in 1990 and was elected to the Roundup School Board. He served 10 years on the board, 5 years as Chairman. While serving on the Roundup School board he was elected to the Board of Directors of the Montana School Boards Association and later served as President. While active on education issues Alan also participated in local Republican politics serving as Chairman of the Musselshell County Republican Central Committee and later four years as a member of the executive board of the Montana Republican Party. Alan also served on the local 4-H council as a past president, Chief of the Bull Mountain Fire Department and Chairman of the Musselshell County Weed Control Board. He also served on the board of directors of the Snowy Mountain Development Corporation.

"As Chairman of the House Energy and Telecommunications Committee, the first question I asked on energy legislation was what will be the impact to the rate payer. Providing reliable, safe, and low cost utilities for the people of Montana will be my goal as your Public Service Commissioner. I would appreciate your vote and support."

"Although a Public Service Commissioner is an elected regulatory position, I will continue my strong record of supporting women in leadership positions. As the father of two exceptional daughters and a working wife, I will work to support involvement of women in leadership, not only in government, but industry as well."



**Kathy Seeley**  
**Candidate for Judge District 1**  
**Nonpartisan**  
**442-0818**  
**Seeleykathy@hotmail.com**

**Qualifications:**

- Attorney for 25 years
- 23 years as an Assistant Attorney General
- Has prosecuted major felonies throughout Montana for the past 12 years
- Extensive trial experience in district court
- Advises law enforcement, prosecutors, and governmental agencies statewide
- 11 years as a well-respected researcher, writer, and appellate litigator before the Montana Supreme Court, and in the federal courts before becoming a trial prosecutor
- Immediately after law school, she spent two years as a law clerk for a district judge

I was raised in White Sulphur Springs, Montana. I graduated from Carroll College in 1980 and have made Helena my home for 29 years. I am married to Rex Seeley and we have two children, Nick and Ann, who are students at Helena High School. I believe I have the background, ability, and temperament to be your next district court judge. I would appreciate your vote.

During my career, I have watched the influence of female lawyers increase in government and private practice. I will continue to work to see that women and men are treated equally in the justice system. I believe that my election to district judge will enable me to provide a role model for women and the success they can achieve as leaders in public service.





**Chuck Hunter**  
**Candidate for House District 79**  
**Democrat**  
**449-2327**  
**chunter717@bresnan.com**  
**chuckhunter.org**

I am running as a Democrat in House District 79 because I want to use my 22 years of experience in state government, running social service and health care programs, to make Montana a better place. I care about people, and I care about good government. I want to work on lowering the cost of health care, and make it more accessible to all Montanans. I want to ensure stable, long term funding for quality education for our kids. I want to protect seniors; make state government more effective; and work to bring civility and professionalism to the legislature. Now that I am retired, I have the time and energy to devote to service in the House of Representatives.

In over 20 years as an administrator in state government, I was responsible for running a wide spectrum of important programs, including Unemployment Insurance, Workers' Compensation, Human Rights, Child Welfare, Medicaid and CHIP. I know how state government works, and I know how to get things done within state government. I also know that state government, and state employees, can be more effective with the proper support from the legislature – and as a legislator I will provide that support.

As part of my administrative responsibilities, I have worked actively in each of the past 11 legislative sessions. I have lobbied, written bills, amendments, and budgets, and worked hard to improve services for Montanans. As a legislator, I will hit the ground running. HD 79 has a long history of effective legislators. I want to continue that tradition.

Over the years, I have supported many of the causes that are important to Helena. I have served on the board of the Myrna Loy Center and Intermountain Children's Home, hosted fundraisers for the Holter Museum and Healthy Mothers Healthy Babies, and been a long-term financial supporter of organizations such as Helena Food Share and Big Brothers Big Sisters. I am a sportsman and a life member of the Montana Wildlife Federation.

As an administrator in state government, I worked hard to support the full participation of women in state government. I promoted and implemented the best practices and policies the state put forward, including equal pay for equal work; flexible work scheduling; promotion of qualified women candidates into professional and management positions; career ladders; and skill development through training opportunities, to name a few. I will continue to support and enhance these policies as a legislator, and will work to ensure they are implemented throughout state government.

I will work hard to represent state employees and all of HD79. Please help me continue to serve Montana.



**Holly Raser**  
**Candidate for Superintendent of Public Instruction**  
**Democrat**  
**542-7018**  
**Hraser@bresnan.net**  
**Hollyraser.org**

Holly Raser is running to serve as Montana's next **Superintendent of Public Instruction**.

She is a classroom teacher with 27 years of experience, a four-term member of the Montana House of Representatives, and has served on a variety of statewide educational commissions and panels. An active teacher and legislator, she brings a unique and important perspective to the office of Superintendent.

- ❖ **Holly knows today's schools.** She is the only candidate with current experience in our schools.
- ❖ **She knows school funding and has served on every major school funding and policy committee in the last six years.** This upcoming Legislative session will be critical for schools. It is imperative to have as our Superintendent of Schools a leader who is knowledgeable and ready to work on solutions from the first day in office.
- ❖ **She knows and has earned the respect of Legislators.** Working with the Legislature is more than knowing the process; it's having relationships with the people. She has demonstrated her effectiveness at working with legislators from both political parties and has earned their respect as a spokesman and advocate for Montana's children and schools.

There are many challenges facing our schools today: community poverty, especially in our American Indian communities; providing quality instructors and programs in our rural schools; maintaining funding for basic programs and instruction as well as for programs that will enable our students to compete in an increasingly global and technologically advanced world.

These challenges can best be addressed by someone who knows the issues, who can work and communicate with school and legislative leaders from across the state, and who has as a first priority the best interests of Montana's children.

Holly is a proud member of the Democratic Women's Caucus, a group that supports women candidates for public office and works on legislation enhancing opportunities for women. As a legislator, she has worked closely with the many competent women in our state government. She fully intends to support the hiring and promotion of women within the Office of Public Instruction, and to ensure that they receive equitable pay and benefits.



**Duane Grimes  
Candidate for State Auditor  
Republican**

**406-697-0070 (campaign)  
info@grimesforauditor.com  
www.grimesforauditor.com**

*About Duane:* Duane grew up on a family ranch near Harrison, Montana and lives in Clancy. He was elected to the Montana House of Representatives in 1993 and served three terms, then was elected to the Montana Senate in 1999. In the Senate, he Chaired the pivotal Senate Judiciary Committee. Duane and his wife Connie have been married for 23 years and have three children, Kyle, 21, Brent, 19, and Jamie, 9. Together they have operated several transportation-related businesses and enjoy spending time together taking advantage of Montana's wonderful outdoors: skiing, hiking and camping, particularly in the Bob Marshall Wilderness.

*Important issues in the State Auditor's race:* Montanan's deserve a tough regulator as their first line of defense against financial disaster. We need a **fair, impartial regulator** who will safeguard and protect the interests of **every consumer** while at the same time ensuring an environment in which honest companies can offer insurance options at reasonable prices.

There is a critical role the State Auditor can play in providing affordable, quality healthcare in Montana. I will participate in the ongoing efforts to control the costs of health care and will drive the effort in bringing transparency and access to health care quality and pricing.

Montana needs to solve school funding woes by more efficiently and wisely using our natural resources on school trust lands, particularly in areas such as the increased development of coal on some of our tracts.

*What Duane would do to promote full participation of women in state government:* With a strong background in personnel management, I look forward to overseeing an administration that will provide equal opportunity for any woman who wishes to serve Montana citizens in the Auditor's office. Training, development, and professional growth are extremely important and I will work to ensure that women in particular have access to such opportunities as well as appropriate flexibility for family needs such as maternity leave.

**GRIMES**  
**STATE AUDITOR**  
**www.grimesforauditor.com** 

**Mike Menahan  
Candidate for House District 82  
Democrat**

**443-3759  
Mikemenahan@yahoo.com  
Mikemenahan.com**

Mike Menahan is a Democratic candidate for House District 82. He has been a deputy county attorney for Lewis and Clark County since 1994. He prosecutes felony criminal offenses, particularly domestic violence, negligent homicide and felony DUI, and a wide array of personal and property crimes. Menahan has been a board member and volunteer at The Friendship Center for more than ten years, during which time he has prosecuted the felony partner/family member assaults committed in Lewis and Clark County.

Menahan currently serves on the board of directors for Grandstreet Theatre and the Central Service Area Authority, which collaborates with DPHHS to implement mental health care services in the central Montana region. He also provides crisis intervention training for Montana law enforcement officers to safely and humanely interact with mentally ill people. NAMI-MT has recognized Menahan for his service to the Helena community.

Menahan has worked three sessions on staff at the Montana Legislature during the 1980s, including stints as the Bills Coordinator in the Senate (1985) and Assistant Sergeant-at-Arms in the House (1989). He graduated from the University of Montana (B.A.) in 1987 and the University of Montana School of Law (J.D.) in 1994. His wife, Stacy Tureck, is a physical therapist at Manger-Harrington, P.T. They have two daughters: Mara, a sophomore at Helena High, and Clare, a seventh-grader at HMS.

Statement on ICCW and state workers:

As full-time workers, women on average are paid approximately 77% of what men are paid. This gap remains despite the passage of the federal Equal Pay Act more than 40 years ago and other legislation prohibiting discrimination in the workplace. As a legislator, I will support measures to ensure that women receive equal pay for equal work, to reduce the pay gap between men and women, and to pay all state employees at a market rate similar to our surrounding states.



**A Montana Democrat**



**Galen Hollenbaugh**  
**Candidate for HD81**  
**Democrat**  
**443-1200**  
**galen@hollenbaugh.org**  
**www.hollenbaugh.org**

I am a native Montanan, raised in Missoula, with the Rattlesnake Wilderness area as my back yard. My father was a forestry professor who also worked for the BLM. His passion instilled in me a deep love and respect for Montana and our great out-doors. Hiking, fishing, hunting and camping remain important in my life.

In 1986, I volunteered on my first campaign-for former state representative and past party chair, Bob Ream. This experience helped me realize that most people cared about Big Sky Country, and that politics would help determine how Montana develops. I also realized that Democratic politics were making a real difference in the lives of Montanans. Before long, I began volunteering for more campaigns and eventually became a member of many campaign staffs.

Since 1986, I have worked for the Greeley/Fritz and the Morrison/Kimberly gubernatorial teams, and I was a field manager for the 1990 Baucus campaign. In 1992, I moved to Helena to work as a field coordinator for Congressman Pat Williams in his epic showdown with Ron Marlenee.

In 1996, I went to work for the Montana Department of Justice on the staff of Attorney General Joe Mazurek .I helped manage Joe's 1996 re-election effort and, in 2000, managed Attorney General Mike McGrath's campaign.

Since 2001, I have served as Mike's Deputy Chief of Staff. In between the campaigns, I received a political science degree from the University of Montana, where I was involved in student politics as a member of the student council and as student body president.

In representing House District 81, I have fully supported, and will continue to support, fair wages for all state employees. I have been honored with a 100% voting record from the Montana AFL-CIO because I have stood with Montana working families in positive votes for the state employee pay plan, urging Congress to reform the health care system, and an increase in unemployment benefits.



**Jill Cohenour**  
**Candidate for House District 78**  
**Democrat**  
**227-1144**  
**Utopiamt@prodigy.net**  
**2610 Colt Dr**  
**East Helena MT 59635**

“I like to carry bills that make government work better for the citizens and that make it easier for public employees to provide services to the people.”

My qualifications include:

- Experience. I am running for my 4<sup>th</sup> term in House District 78.
- Married 22 years to my best friend, Joe Cohenour
- Two beautiful daughters, Taylor - age 15 attends Helena High School, plays the sax and passed drivers ED and Allysha - age 21, working and attending Fayetteville State University, North Carolina, Married to Nelson Woods, Cavalry Scout, United States Army.
- Born in Havre MT, graduated from Havre High School: Basketball, Track, Swimming, Student Council, Honor Society
- Degree in Chemistry from the University of Montana
- Began working for the Montana State Environmental Laboratory in 1992,
- President of the Federation of Public Health and Human Services since 2001
- MEA-MFT Board of Directors since 2001
- American Federation of Teachers Program and Policy Committee since 2003
- Trustee for the Big Sky Central Labor Council since 2000
- Secretary/Treasurer - Eastgate II Subdivision for 2 years
- Helena High Band Boosters 2001-2004, 2007-2008
- Montana House of Representatives since 2003
- **Tax and Fish Wildlife and Parks Committees – 2003**
  - Interim Committee – Tax Reform Study Committee
- **Tax, Fish Wildlife and Parks, and Transportation Committees – 2005**
  - Interim Committee - Revenue and Transportation
- **Tax, Vice-Chair, and Natural Resources Committees – 2007**
  - Interim Committee – Water Policy Interim Committee

**Neil Templeton  
Candidate for House District 79  
Independent**

**495-9917  
Ekmnrt@msn.com**

Biography: Born August 10, 1961, moved to Missoula in 1963, attended Missoula grade and high schools. BS Philosophy 1985, University of Oregon; MA Economics 1998, University of Montana. I worked in forest inventory and associated forestry services for almost twenty years, and worked in state government for 2.5 years. My current campaign for the office of state representative is my first attempt to attain public office.

I believe government should be open and available to participation from all citizens. I do not believe that any demographic subset of the citizenry should be granted special privilege to participate in state government, and if elected I would probably not support legislation that affirmed such privilege. I am also not familiar with gender distributions by pay band in state government, but I certainly would not be surprised if the proportion of women employed in a given pay band decreases with increasing pay. If this is true and deemed worthy of correction, and if I am elected, I certainly would be open to discussion of possible alternative actions. However, I do not generally support affirmative action through law in the form of quotas, preferences, or associated measures.

**John Vincent  
Candidate for Public Service Commission  
Democrat**

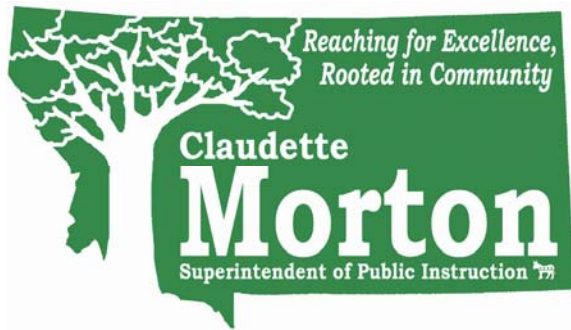
**763-3010  
johncvincent@aol.com**

I am running for the public service commission to help keep energy costs as low as possible for both residential and business consumers, while at the same time working to promote a clean, affordable energy future for Montana. I hope to help accomplish this objective by bringing all the key players in our energy future to the table in an ongoing and cooperative effort to place Montana in the forefront of a clean, affordable and sustainable energy future.

I have always been committed to breaking down barriers that women face both in politics and in government. In this venue, actions speak louder than words. As Speaker of the House in 1989, I appointed more women to committee chairs and other leadership positions than any other Montana speaker in history. Unfortunately, this benchmark has yet to be matched by any of my successors. If elected, you can count on me to do everything I can to promote the causes and issues supported by the ICCW.

- Married 44 years to Peggy O'Neil Vincent
- 37 year resident of Bozeman and Gallatin county
- BA (with honors) in American government, Seattle University, 1970.
- Teacher certification, Seattle University, 1971.
- Government and history teacher, Bozeman public schools, 1971-2000.
- Adjunct assistant professor/instructor in government, Montana state university, periodically, 1978 to present.
- Other employment includes truck driver, ranch hand, agricultural sales, pipeline construction, and I am a small business owner of Gallatin outdoor products.
- Member, Montana house of representatives, 1975-1990.
- House majority whip, 1977-78. House majority leader, 1983-84.
- House minority leader, 1987-88. Speaker of the house, 1985-86 and 1989-90.
- Bozeman city commissioner, 1992-95; mayor, 1994-95.
- Gallatin county commissioner, 2001-2006; chairman, 2003, 2004, 2006.





**Claudette Morton**  
**Candidate for**  
**Superintendent of Public Instruction**  
**Democrat**

**442-9179**  
**Morton4sopi@mt.net**  
**claudettemorton.com**

**Biography**

Claudette Morton is the executive director of the Montana Small Schools Alliance, a non-profit organization that helps small schools meet state and federal mandates in educationally sound ways. Before joining the Alliance in 1996, she was a professor and administrator at the University of Montana —Western. From 1986 to 1990 Morton served as the executive secretary to the Montana Board of Public Education and from 1978 to 1986 she was a curriculum specialist with the Montana Office of Public Instruction. Morton was an English teacher with the Glasgow public schools from 1968 to 1978. Prior to that, she filled a number of professional and education positions in Montana, Texas, and Germany as well as instructor and adjunct professorships in four universities and colleges. Morton has been a presenter at conferences, seminars, and workshops in 40 states, China, Scotland, and Canada. A graduate of Billings Senior High school, Morton has bachelor and master degrees in theatre and English education and a doctorate in education administration from the University of Montana, Missoula. She is married to her high school sweetheart, George Miller, and she is a mother and grandmother.

**Issues**

Claudette is running for State Superintendent because she believes that public education is a cornerstone of our democracy. She believes that by working together we can come up with adequate, sustained funding for Montana's public schools. She also believed that we must educate the whole child. We have to quit teaching to a couple of tests and teach arts and humanities, including writing and critical and creative problem solving.

**Promoting Full Involvement of Women in State Government**

When Claudette was at the Office of Public Instruction she was on a comparable worth study for the state. She believes that state government may need to do another one now. She also believes in and will support flexible hours for working parents and possibly some state supported child care. This last idea she brought up with a former governor. Certainly, it will be important to see what ICCW has on their agenda and Claudette looks forward to discussing issues with all of you.



**Christine Kaufman**  
**Candidate for Senate District 41**  
**Democrat**

**439-0256**  
**Kaufmann@mt.net**  
**Ckaufmann.com**

I have been the state senator for central and west Helena since 2006 when I was appointed to fill the position after Senator Ken Toole won election to the Public Service Commission. I worked closely with Ken for more than 15 years at the Montana Human Rights Network, and I am honored to have his endorsement in this election. I continue to work as director of the Network and bring that passion and activism for human rights to my legislative service.

I was elected four times to the House prior to my service in the Senate. I served on key committees including Senate Taxation, Energy and Natural Resources, and House Appropriations. I chaired the Appropriations Subcommittee on Health and Human Services. I believe our fiscal policies are a reflection of our values and priorities. Those policies must value workers, seniors and children; must ensure that we all have access to quality medical care, education, arts, and a healthy environment; and must ask everyone to contribute their fair share.

When you support my campaign, you support a leader in health care reform, renewable energy, conservation, public education, and fair taxation. I have introduced bills and amendments on these topics over my four terms and I have fought hard for them; I have been a spokesperson on the floor and in committee; I've always been willing to stand up, not only to the opposition, but to members of my own party when it was needed.

I believe in government. Government is the way people come together and set up the rules for how we can live together in a way that benefits all of us. State employees are those we ask to do the job. I will continue to challenge insensitive and ideologically-driven legislators who question the need for government services and who question the value and work ethic of state employees.

It's critical that women in state government be treated with the same respect as their colleagues and receive equal compensation and benefits for equal work. State government is not immune from this societal discrimination where women, on average still receive only 77 cents for every dollar a man makes for doing the same work. Protecting Montana workers from pay discrimination is basic to our democracy and important to our economy, and state government must lead the way. I also support measures to address sexual harassment in the workplace not only through education, but also by defending legal remedies for those targeted with harassment. The rising concern about liability is best addressed by rooting out the harassment.

I have always supported pay equity measures as well as the negotiated pay plan for all state employees. I have sponsored legislation to require health insurance benefits to cover a full range of medical needs of women including contraception. I have supported and sponsored bills of importance to women's education, health, and child care needs.

Now is not the time for politics as usual. We need leaders who are willing to be bold and innovative—the kind of leadership I have tried to provide throughout term in the Senate and three terms in the House. I hope I have demonstrated that I am worthy of your vote.